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**RESOLUTION**

**Continuation of Telecommuting Agreements for Academic Affairs Staff**

WHEREAS, Academic Affairs is home to 324 staff.

WHEREAS, the Provost has announced the discontinuation of all telecommuting agreements for Academic Affairs staff, effective March 15, 2026 (formerly February 2, 2026), citing goals of collaboration, student support, and faculty partnership; and

WHEREAS, the application of this policy does not adequately account for the diverse operational realities of academic units, individual college needs, or the demonstrated effectiveness of telecommuting for many staff roles; and

WHEREAS, on-campus presence does not inherently enhance collaboration or service and may, in fact, hinder productivity by increasing interruptions and reducing flexibility—particularly when staff work is virtual, asynchronous, and student-facing beyond traditional business hours; and

WHEREAS, the policy standardizes telecommuting agreements which risks creating inequitable working conditions; and

WHEREAS, Academic Affairs staff play an integral role in enabling faculty to carry out their teaching, research, and service responsibilities, yet the policy does not adequately acknowledge this interdependence, nor does it sufficiently account for existing supervisory and evaluative relationships between Unit 3 faculty department/division chairs and staff as outlined in the Department/Division Chair Roles and Responsibilities policy; further, the policy does not appear to have been meaningfully consulted through established shared governance processes, including the Faculty Senate and labor unions, despite its indirect but significant impact on faculty work; and"

WHEREAS, research demonstrates positive associations between telework and employee well-being, job satisfaction, and health (Beckel & Fisher, 2022), and the August 2025 California State Audit cautioned that blanket telework policies may reduce morale, hinder recruitment and retention, and limit operational efficiency; and

WHEREAS, the CSU Forward Strategic Plan emphasizes becoming an “employer of choice,” strengthening retention, and attracting talented professionals, goals that are undermined by rigid, one-size-fits-all policies disconnected from job function, student needs, and evidence;

THEREFORE, BE IT RESOLVED, that the Faculty Senate formally express their strongest concerns regarding the discontinuation of telecommuting agreements for Academic Affairs staff as currently articulated; and

33 BE IT FURTHER RESOLVED, that the Faculty Senate request Academic Affairs reconsider this blanket  
34 policy and adopt a unit- and role-specific approach that allows for structured flexibility through hybrid  
35 schedules or telecommuting agreements aligned with actual job responsibilities; and

36 BE IT FURTHER RESOLVED, that the Faculty Senate urge a transparent, collaborative process grounded in  
37 shared governance and informed by the expertise of staff and supervisors who have successfully  
38 developed effective systems of student support; and

39 BE IT FINALLY RESOLVED, that this resolution be distributed to Sacramento State President J. Luke  
40 Wood, Provost and Senior Vice President for Academic Affairs Erika Cameron, Vice President for Student  
41 Affairs, Aniesha Mitchell, Vice President for Inclusive Excellence and Chief Diversity Office Michael  
42 Nguyen, President of Associated Students Incorporated, the CSU Chancellor's Office, the CSU Academic  
43 Senate, and California Governor Gavin Newsom

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